




OFFICE OF INSPECTOR GENERAL
Federal Housing Finance Agency
1625 Eye Street, NW, Washington DC 20006
June 9, 2011

MEMORANDUM TO: All FHFA-OIG Employees, including Detailees

FROM: Steve Linick 
Inspector General

SUBJECT: Equal Employment Opportunity (EEO) and Anti-Harassment Policy Statement

It is the policy of the Federal Housing Finance Agency Office of Inspector General (FHFA-OIG) to foster a work environment that is free of unlawful discrimination and harassment. This includes any unwelcome advances or conduct, whether verbal, physical, or visual, that is based upon a person's sex (including sexual harassment and equal pay/compensation), race, color, religion, national origin, age, disability (physical or mental), veteran status, sexual orientation, marital or parental status, protected genetic information; retaliation/reprisal for opposing discriminatory practices or for participating in any stage of the administrative or judicial EEO process; or any other behavior that interferes with the effectiveness of the work environment.

This policy applies to current and former FHFA-OIG employees, detailees, interns, contractors and applicants for employment. Our goal is to ensure that no one is subjected to unlawful and prohibited conduct that unreasonably interferes with an individual's work performance, affects tangible job benefits, or creates an intimidating, hostile, or offensive working environment.

In addition, the FHFA-OIG will provide reasonable accommodations to afford equal employment opportunity for qualified applicants and/or employees with disabilities in an effort to enable them to successfully perform essential job functions and/or benefit from training.

All employees are responsible for achieving compliance with this policy and are held responsible for treating their colleagues with respect, dignity, and professionalism. The FHFA-OIG takes all allegations of discrimination and harassment seriously; therefore, managers and supervisors are expected to respond to any reported concerns promptly and appropriately. Any employee determined to have engaged in unlawful discriminatory practices or harassment, and any employee in a position of authority who fosters an

environment that allows discriminatory practices or harassment, will be subject to appropriate disciplinary action.

Employees or applicants who believe they have been unlawfully discriminated against or harassed are encouraged to contact the FHFA-OIG EEO Program Manager at 202-445-2032 or josui.watson@fhfa.gov, within 45 calendar days from the date of the incident or action seen as discriminatory. All contact will be handled in as discreet and confidential manner to the extent permitted by law.